

Diversity@Work

June 2022

VA



U.S. Department
of Veterans Affairs

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Upcoming Events

June 2022

VA Pride Month

[National Caribbean-American Heritage Month](#)

[PTSD Awareness Month](#)

D-Day

June 6

[Women Veterans Recognition Day](#)

June 12

Flag Day

June 14

[Juneteenth](#)

June 19 (federal holiday observed June 20)

ORMDI

Steps Toward Conflict Resolution

You can contact ORMDI toll-free at 1-888-566-3982 (TDD/TTY, dial 711 before providing this number) and speak with a specialist regarding equal employment opportunity (EEO) complaint processing, Alternative Dispute Resolution, or harassment prevention. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office. The harassment prevention procedures do not affect rights under the EEO complaint process. Harassment should be reported immediately to a manager or supervisor, Harassment Prevention Coordinator, or the Harassment Prevention Program.



Commemorate

VA Pride Month 2022

VA continues to celebrate the diversity and inclusiveness of its unique workforce during Pride Month, commemorating the numerous contributions and significant achievements of VA's LGBTQ+ community

in the further promotion of welcomeness in VA's work environment.

Each June, the Nation celebrates the strengths and inspiration found within the LGBTQ+ community, honoring those who worked to create a more equitable and consciously inclusive environment. Pride Month continues to be a beacon of hope for employees, Veterans and allies at VA as well as for those across the Nation and throughout the world.

Over the past year, VA's Office of Resolution Management, Diversity and Inclusion (ORMDI) led the Department in supporting various initiatives promoting inclusion, diversity, equity and access (I-DEA) including the implementation of [Executive Order 14035](#) on June 25, 2021. This effort included ORMDI's prominent participation in the White House Domestic Policy Council Gender Marker Interagency Task Force as well as support of the LGBTQ+ Integrated Product Team's personal pronoun pilot project. To date, more than 30,000 employees have added personal pronouns to their Microsoft profiles. ORMDI is also pleased to acknowledge the steady and rapid growth of the PrideVA employee resource group (ERG) established in June 2021. Fifteen local chapters are currently under development at various VA facilities throughout the United States.

Through the efforts of the VA LGBTQ+ Workgroup and its internal VA National Virtual PRIDE sub-group, the Department remains committed to creatively and innovatively connecting communities across VA via a virtual platform allowing for convenient access to VA Pride Month information, resources and events. This trailblazing group successfully hosted 27 events for VA's first enterprise-wide virtual Pride Month in 2021. Over 40 diverse events are planned for 2022 including a June 1 kick-off with Secretary Denis McDonough and ORMDI Deputy Assistant Secretary Harvey Johnson. For more information on VA Pride Month events including how to receive CEUs for some events, the PrideVA ERG or [VA's LGBTQ+ Special Emphasis Program](#), contact Mr. Sterling Akins, VA's Departmental LGBTQ+ Program Manager, ORMDI. SEPMs should seek local management approval and consult the Office of Public and Intergovernmental Affairs and/or the District Counsel Office as deemed necessary by local management to ensure that use of VA resources in support of a SEP activity is authorized.

Be sure to review the VA National Pride Month calendar of virtual events included at the end of this issue!



Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion

Congratulations to the four VA employees who were recognized last month with a Federal Asian Pacific American Council (FAPAC) Civilian Award including ORMDI's own Ms. Laura Wood! These awards recognize individuals who have made significant contributions to the advancement of Asian American, Native Hawaiian and Pacific Islander (AANHPI) communities and promote diversity and inclusion among the Federal and District of Columbia government work forces. The awards were presented during the FAPAC National Leadership Training Program held in May to coincide with AANHPI Heritage Month.

DAS Johnson

Please also join the Nation in observing Women Veterans Recognition Day on June 12. Women Veterans Recognition Day, also referred to as Women Veterans Appreciation Day, is the anniversary of the day the Women's Armed Services Integration Act (pub.L. 80-625, 62 Stat. 356) was signed into law by President Harry S. Truman on June 12, 1948. Prior to then, only women nurses could serve in the regular and reserve forces during peacetime ([VAntage Point](#)). This observance provides the opportunity to recognize women's military service throughout American history. For more information on VA services for women Veterans, visit the [Center for Women Veterans website](#).

Trainers Graduate from Instructor Development Course

Second Class of Instructors One Step Closer to Becoming Qualified Diversity, Equity and Inclusion Instructors

The second class of the Office of Resolution Management, Diversity and Inclusion (ORMDI) Instructor Development Course (IDC) for Diversity, Equity and Inclusion (DEI) Trainers graduated on April 15, 2022! Congratulations to the following graduates:

- Ms. Tami Press – Director, Western Region; ORMDI - Washington, DC
- Ms. Aurelia Waters – Diversity & Inclusion Specialist; VBA - Office of Human Capital Svc
- Ms. Elizabeth Walther – Diversity & Inclusion Specialist; VBA - Office of Human Capital Svc
- Ms. Erin Diehl – EEO Program Manager; VHA - Member Services
- Ms. Georgeanna Bady – Health Systems Specialist; VHA - 14 HAP
- Ms. Jennifer Cupp – Training Analyst; VBA Office of Financial Management
- Ms. Kelly Carter – Program Analyst, Talent Management; VHA - HLT
- Mr. Kenneth Heyward – Management Analyst; VHA Office of Integrated Veteran (OIVC) Care – Washington, DC
- Mr. Kevin Murphy – Social Worker; VHA - VAMC Columbia, SC
- Mr. Larry Holman – Program Analyst; ORMDI - Washington, DC
- Ms. Monica Molnar – Staff Attorney; OGC, PLG - Washington, DC
- Ms. Perdita Johnson-Abercrombie – Director, Eastern Region; ORMDI - Washington, DC
- Ms. Toshia Walters – EEO Program Manager; VHA - VAMC Des Moines, IA

Thanks to Mr. Lewis "Lew" Henson and the Employee Development and Education team, these graduates are now equipped with the instructor skills and tools essential for the delivery of the DEI Train-the-Trainer (T3) five-course curriculum. They will advance to the DEI T3 program to be held in July 12-14, 2022. Graduates of the DEI T3 program will be qualified to deliver the five following courses:

- Valuing Workforce Diversity and Workplace Inclusion
- Managing Implicit Bias in VA
- Managing Gender Diversity in VA
- Managing Generational Diversity in VA
- Applying Cultural Competence in A Multicultural VA

For more information, contact Mr. Lester Stephens, ORMDI DEI Training Program coordinator.

VA Careers

Recruitment Campaign Targets Diverse Audiences

VA Careers recruits qualified, talented candidates for a wide variety of positions that help VA fulfill its mission of serving Veterans. A program within the Veterans Health Administration's (VHA) Workforce Management and Consulting (WMC) Office, the VA Careers team creates national campaigns to promote the many career opportunities and benefits that await those who choose VA as an employer. VA Careers campaigns include paid and unpaid advertising, recruiting events, blogs, social media posts, website content development, LinkedIn Live broadcasts, internal and external partnerships, and targeted emails.



Driving all recruitment efforts is VA's commitment to providing a diverse and inclusive work environment that celebrates, honors, and supports employees from all backgrounds.

Today, about 27% of Veterans are members of a racial or ethnic minority group. By 2045, this number is predicted to increase to 39%. Women are the most diverse group of Veterans—about 41% of women who used VA health services in 2021 belonged to a racial or ethnic minority group. Because VA now serves the most diverse group of Veterans in our Nation's history, it is vital that Veterans see themselves reflected in the providers who care for them.

Marketing to diverse audiences

To foster a fair and inclusive workplace, the VA Careers team developed and is executing a recruitment marketing plan to increase workforce diversity at VA. In addition to creating audience-specific key messages for recruiters to use, the team is working with internal and external partners and stakeholders to spread the word that VA is a great place to work for jobseekers from diverse backgrounds looking for a meaningful career.

Marketing to diverse audiences

External partners with whom the VA Careers team shares their blogs and social media posts include Historically Black Colleges and Universities or HBCU (they are also creating an article about careers at VA for HBCU's newsletter), Disabled American Veterans, DiversityComm, the National Rehabilitation Information Center and Minority Nurse. As the team continues to nurture these partnerships, they are also cultivating new external partners to expand our outreach to diverse job applicants.

Some of the diversity blogs the team has published and promoted recently include:

Some of the diversity blogs the team has published and promoted recently include:

- [Veterans find support in minority programs coordinators at VA](#)
- [Enhance care for women Veterans with your VA career](#)
- [Leader profile: Lelia Jackson excels in service to VA](#)
- [Get paid work experience through VA's National Diversity Internship Program](#)
- [New program aims to improve care for Native American Veterans](#)
- [Dr. Preston Igwe discusses diversity in medicine, care of Veterans](#)

"We can't do this work alone," said Mr. Darren Sherrard, Associate Director for Recruitment Marketing. "We need our external and internal partners to share our resources and help spread the word among diverse candidates about the rewards and benefits of a VA career."

Support VA's recruiting efforts and help VA bring more diverse employees to the Department by sharing the [VA Careers blogs](#), [VA Careers website](#), [HBCU brochure](#) and [inclusion brochure](#).

For questions or comments, please contact the VA Careers team at VHARecruitmentMarketing@va.gov.

External Affinity Conferences

VA employees who plan to attend any of the following external affinity conferences/events are responsible for obtaining supervisory approvals. Please note that centralized funding is not available for attendance. Funding for registration must come from the employee's benefitting program office:

Society of American Indian Government Employees 18th National Training Program

The Society of American Indian Government Employees (SAIGE) will host its 18th National Training Program virtually June 21-23, 2022. SAIGE is a non-profit organization representing American Indian and Alaska Native Federal, Tribal, State and local government employees. SAIGE focuses on professional development, leadership and Federal Trust Responsibility. Following supervisory and budget approval, attendees must also register on the [SAIGE website](#). For more information, contact Ms. Tynnetta Lee, VA's National American Indian/Alaska Native Program Manager, ORMDI.



Federally Employed Women's Third Virtual Leadership Summit

Federally Employed Women (FEW) will hold its third Virtual Leadership Summit July 18-22, 2022. The theme for this summit is "Leadership, Next Level: People, Person Passion." FEW is a private membership organization working as an advocacy group to improve the status of women employed by the Federal Government, with a focus on four major program areas: compliance, diversity, legislative and training. The summit will offer workshops on equal employment opportunity, human resources, information technology, management and leadership, and courses that address the Executive Core Qualifications required for the Senior Executive Service. Following supervisory and budget approval, attendees must also register on the [FEW website](#). For more information, contact Ms. Tynnetta Lee, VA's National Federal Women's Program Manager, ORMDI.



League of United Latin American Citizens National Convention and Exposition

The League of United Latin American Citizens (LULAC) National Convention and Exposition will be held on July 25-30, 2022, at the Puerto Rico Convention Center in San Juan, Puerto Rico. LULAC's mission is to advance the economic condition, educational attainment, political influence, housing, health, and civil rights of the Hispanic population of the United States. The LULAC Federal Training Institute will provide attendees with workshops, plenary sessions, and other activities that are geared towards enhancing one's career and leadership development skills, with much emphasis on the Executive Core Qualifications required for entry to the Senior Executive Service. Following supervisory and budget approval, attendees must also register on the [LULAC website](#). For more information, contact Ms. Karen M. Basnight, VA's Acting Departmental Hispanic Employment Program Manager, ORMDI.



Blacks In Government 43rd Annual National Training Institute

The Blacks In Government (BIG) 43rd Annual National Training Institute (NTI) will take place August 15-18, 2022, at the Huntington Convention Center in Cleveland, Ohio. This year's theme is "Training in a Transformed Workplace – Providing Innovative Professional Development." BIG has four scheduled days filled with government leaders as guest speakers and workshops covering leadership development, career advancement, networking, and mental/health resilience. Following supervisory and budget approval, attendees must also register on the [BIG website](#). For more information, contact Ms. Tynnetta Lee, VA's Departmental Black/African American Program Manager, ORMDI.



Hispanic Association of Colleges and Universities 36th Annual Conference

The Hispanic Association of Colleges and Universities (HACU) will host its 36th Annual Conference on October 8-10, 2022, at the Manchester Grand Hyatt in San Diego, California. The conference will include plenaries, luncheons, and networking opportunities, and it will provide a unique forum to share information and ideas for the most promising practices in the education of Hispanics. Following supervisory and budget approval, attendees must also register on the [HACU website](#). For more information, contact Ms. Karen M. Basnight, VA's Acting Departmental Hispanic Employment Program Manager, ORMDI.



Training

The Audacity to Fail Podcast

The [Audacity to Fail Podcast: misStepping Into Success](#) focuses on discovering leadership wisdom through experiences with failures and missteps. The podcast features conversations and stories from VA leaders as they share how failure activates a growth mindset, is an important part of learning and provides motivation for improvement. On the May episode, Dr. Shari Dade spends time with Mr. James Douglas, the Associate Director for the VA West Texas Health Care System. In his role, Mr. Douglas is responsible for the administrative operations of the Health Care System to include Fiscal and Engineering oversight. Listen in for a discussion on how to still achieve success when you feel limited by failures, situations and circumstances. The series is also available on the [Talent Management System](#).

Commemorate

Juneteenth

VA joins the Nation in observing Juneteenth on June 19, 2022 (the federal holiday will be observed on June 20). Juneteenth celebrates the end of slavery in the United States. It is also known as Emancipation Day, Freedom Day, Jubilee Day, Juneteenth Independence Day and Black Independence Day.

On “Freedom’s Eve,” or the eve of January 1, 1863, the first Watch Night services took place. On that night, enslaved and free African Americans gathered in churches and private homes across the country awaiting news that the Emancipation Proclamation had taken effect. At the stroke of midnight, prayers were answered as all enslaved people in Confederate States were declared legally free. Union soldiers, many of whom were black, marched onto plantations and across cities in the south reading small copies of the Emancipation Proclamation spreading the news of freedom in Confederate States ([Smithsonian](#)).

Although the Emancipation Proclamation issued by President Abraham Lincoln came two-and-a-half years earlier on January 1, 1863, many slave owners continued to hold their enslaved people captive after the announcement, so Juneteenth became a symbolic date representing African American freedom. On June 19, 1865, Major General Gordon Granger arrived in Galveston, Texas, and announced the end of the Civil War and the end of slavery.

Major General Granger’s announcement, General Order Number 3, reads: *The people of Texas are informed that, in accordance with a proclamation from the Executive of the United States, all slaves are free. This involves an absolute equality of personal rights and rights of property, between former masters and slaves and the connection heretofore existing between them, becomes that between employer and hired labor. The Freedmen are advised to remain at their present homes and work for wages. They are informed that they will not be allowed to collect at military posts; and they will not be supported in idleness either there or elsewhere.*

Even after the general order, some slave masters withheld the information from their enslaved people, holding them enslaved through one more harvest season. Texans celebrated Juneteenth beginning in 1866 with community-centric events, such as parades, cookouts, prayer gatherings, historical and cultural readings, and musical performances. Over time, communities have developed their own traditions. Some communities purchased land for Juneteenth celebrations, such as Emancipation Park in Houston, Texas. As families emigrated from Texas to other parts of the United States, they carried Juneteenth celebrations with them. Juneteenth officially became a Texas state holiday on January 1, 1980 ([Congressional Research Service](#)).

For more information on [VA’s Black/African American Special Emphasis Program](#), contact Ms. Tynnetta Lee, VA’s Departmental Black/African American Program Manager, ORMDI.



Office of Human Resources & Administration/Operations, Security, and Preparedness
VA on Facebook | VA on YouTube | VA Jobs

U.S. Department of Veterans Affairs
810 Vermont Avenue, NW (08) | Washington, DC 20420



JUN 2022

SUN MON TUE WED THU FRI SAT

				All times are EST 01		All times are EST 02		All times are EST 03		04	
				OPENING PRAYER Chaplain Lea Brown VA Secretary Denis McDonough Opening remarks 12:00pm Deputy Asst. Secretary Mr. Harvey Johnson Chaplain Lea Brown 1:00pm - 2:00pm		Lt Col Bree Framm US Space Force Active Duty 1:00pm - 2:00pm; Jessie Tustin 2:30pm - 4:00pm		Ria Joglekar 11:00am - 12:00pm Ann Miller-PFLAG 1:00pm - 2:00pm			
05	All times are EST	06	All times are EST	07	All times are EST	08	All times are EST	09	All times are EST	10	11
		Dr. Monisha Berkowski 1:00pm - 2:00pm		Dr Kaley Tash 11:00am - 12:00	Kristen Allen & Amy Hirsch 2:00pm - 3:00pm	Keri Griffin, VCC 11:00am - 12:00pm	Deb McCallum, OGC 1:00pm - 2:30pm Randell Johnson 3:00pm - 4:00pm	Dr. Traci Stewart 11:00am - 12:00pm	Drow Hunter & Sterling Akins, ORMDI 2:00pm - 4:00pm	Mike Broady 3:00pm - 4:30pm	
12	All times are EST	13	All times are EST	14	All times are EST	15	All times are EST	16	All times are EST	17	18
		Lester Stephens, ORMDI 1:00 pm - 2:30pm Joe Kort 3:00pm - 4:00pm		Erika Blue 2:00pm - 3:00pm	Dr. Suzanne Shealy 11:00am - 12:00pm Zander Kaig 1:00pm - 2:00pm	Misty Hopkins 11:00am - 12:00pm Ronald Piasieczny, ORMDI 1:00pm - 2:00pm		Lindsay Church (they/them) 11:00am - 1:00pm Deshaun Sewell, VBA TBD			
19		20	All times are EST	21	All times are EST	22	All times are EST	23	All times are EST	24	25
			Morgan Bresko 11:00am - 12:00pm Shannon McLaughlin 1:30 - 3:30	Jody Davis 11:00am - 12:00pm	Mia Mason 1:00pm - 2:00pm	Sady Garcia TAVA 11:00am - 12:00pm Dr Tarzian & Dr Foglia 1:00pm - 2:00pm	Richelle Taylor, NCA 11:00am - 12:30pm Dr. Tiffany Lange 2:00pm - 3:30pm				
26	All times are EST	27	All times are EST	28	All times are EST	29	All times are EST	30			
		Dr. Kaela Joseph 11:00am - 12:30pm	Beth Hager-Harrison-Prado 12:00pm - 1:30pm Debi Jackson 2:00pm - 4:00pm	Keynote Speaker: Admiral Rachel Levine, MD 11:00am - 12:00pm Jamie Morano 1:00pm - 2:00pm	Amy Bourne & Salissa Wahlers 12:00pm - 1:00pm Dr Gabe Bodeman 2:00pm - 3:00pm Lynn Barry, Founder VA National Virtual PRIDE ***CLOSING***						

All times are EST

June 1 2022:

11:45am

Chaplain Lea Brown, Opening Blessing

12:00pm

US Secretary of Veterans Affairs, Denis McDonough

Opening remarks.

Immediately following the Secretary of the VA

Mr. Harvey Johnson, Deputy Assistant Secretary, ORMDI

I.-D.E.A.

1:00pm - 2:00pm

Chaplain Lea Brown, D.Min., BCC, USA Veteran
Between Sexuality and Spirituality: Why No One Should Ever Have to Choose
Many faith traditions, families and societies support the message that to be LGBTQ+ is to be inherently sinful, and that one cannot identify as LGBTQ+ and also claim to be a person of faith or have a relationship with the divine. As a result, LGBTQ+ people often carry deep emotional and spiritual wounds from being forced to choose between their sexual orientation and/or gender and their spiritual needs and desires. But no one should ever have to choose!

June 2 2022:

1:00pm - 2:00pm

CEU's

Bree Framm, Lt Col, USSF

Transgender Military Service: How We Got Here & What Providers Should Know
An overview of the transgender military experience over the past ten years, what providers should know about transgender service members and veterans, and where we go from here.

2:30pm - 4:00pm

Jessie Tustin, LCSW

Authenticity is My Super Power

Being authentic is my Super Power. How it has saved me throughout my life's journey. What does it mean for me to be authentic?

June 3 2022:

11:00am - 12:00pm

CEU's

Ria Joglekar, B.S.

Exploring the hurdles in sexual healthcare faced by Transgender and LGBTQ+ people:
Many disparities including higher rates of STIs, sexual violence, lack of inclusive sex education, and social stigmas exist creating barriers to achieving sexual health among the LGBTQ population. There are tangible ways to incorporate LGBTQ inclusive clinical skills and practices to help address these disparities which will be explored in this presentation.

1:00pm - 2:00pm

Ann Miller

Education and Love The PFLAG Way

PFLAG is the oldest and largest non-profit organization for LGBTQ+ individuals and their families. With over 400 chapters nationwide, come learn what makes this organization so unique, how it has responded to the challenges of the pandemic, racial inequality, and combative legislation. Participants will come away with an understanding of how to support themselves and/or their LGBTQ+ loved ones through education and love...the PFLAG way.

June 6 2022

1:00pm - 2:30pm

CEU's

Monisha Berkowski, PhD

An introduction to Consensual Non-Monogamy & Polyamory
This presentation is designed to provide introductory knowledge on consensual non-monogamy (CNM), to all audiences. The presentation will cover research related to CNM, common vocabulary terms and relationship structures, benefits and challenges of CNM relationships, and stigma and stressors related to CNM. The presenter will encourage the development of self-awareness in biases toward CNM practices.

June 7 2022

2:00pm - 3:00pm

CEU's

Dr. Kaley Tash

Sexual Health Assessment

This training will prepare providers to assess veterans' sexual health. Providers will learn to take a relevant sexual history in veterans with diverse sexual interests and practices, articulate veterans' sexual health goals, and offer VA resources to optimize veterans' sexual health. Providers will appreciate the benefits for sexual health optimization in general medical optimization. Sexual health assessment requires engaging veterans in conversation, and sometimes examination of maneuvers, that American culture would generally consider inappropriate in most casual social situations.

11:00am - 12:00pm

CEU's

Kristen Allen & Amy Hirsch

Be PrEPared: What You Should Know About HIV Prevention

This training will provide information on HIV prevention strategies, with a focus on pre-exposure prophylaxis, or PrEP. Current evidence regarding PrEP efficacy will be discussed along with guidance in assessing PrEP candidates, educating patients about PrEP, and recommendations for prescribing PrEP.

June 8 2022

11:00am - 12:00pm

Keri K. Griffin, LCSW, CAP

A Journey: LGBTQ+ SEPM and VCC

A step by step process of the journey I took as an LGBTQ+ SEPM the past 12 years and as a LGBTQ+ VCC the past 6 years to be able to create that as one full-time position at the Orlando VA.

1:00pm - 2:30pm

Dr. Deborah McCallum

"Street Law", Practical Law for the Every Day Person"

Areas of the laws that people might have to deal with in their everyday life. Includes areas of the law that are particularly germane to the LGBTQ+ community.

3:00pm - 4:00pm

Randell Johnson, BSN, RN, DBA

Same-Gender Marriage and Family: A Journey to the Supreme Court of the United States
This presentation is intended to share the journey of two men who came together over 30 years ago and built a family of dreams. It describes the triumphs and challenges of being gay in rural America and adopting children, creating a multicultural family, navigating discriminatory practices and laws in society. The journey includes challenging the rule of law all the way to the Supreme Court of the United States and winning the right to be legally recognized as husbands and parents to the same children.

June 9 2022

11:00am - 12:00pm

Dr. Traci Stewart, DNP, NP, ACNP-BC, ACHPN

Communicating with your Veteran, all of Them

This training will focus on basics of communication with LGBTQ Veterans. This training will highlight answers to questions about how and when it is appropriate to ask about pronouns and what to do if you accidentally mis-pronoun a Veteran. Training will offer suggestions for best practices for creating an inclusive environment for all Veterans as well as colleagues.

3:00pm - 4:00pm

Drow Hunter & Sterling Akins

Transgender Employee Transition Guidance

This webinar will provide an overview of VA Handbook 5975.4, Transgender Employee Transition Guidance. The presenters will guide participants through each section of the Handbook and outline the key components of a successful transition plan.

June 10 2022

3:00pm - 4:30pm

CEU's

Michael Broady, Command Sergeant Major (R), MHRM

"Tour of Duty"

"Tour of Duty" is a comprehensive overview of military culture with the intent of enhancing the Veteran patient experience through understanding military language/jargon, military life and the impact of transitioning from one culture to another. Understanding military culture and language can provide insight into a unique community. The tools provided by ToD should enable staff to personalize interactions with Veteran customers, both internal and external, building a relationship of trust, shared ethos and beliefs. The tools, concepts and exercises provided by ToD are meant to enhance communication beyond the last name and last four. This immersive patriotic experience is intended to inspire, motivate, and celebrate service to America as a civil servant.

June 13 2022

1:00pm - 2:30pm

CEU's

Lester Stephens, ORMDI

Managing Implicit Bias in VA

"Managing Implicit Bias in VA TMS (VA 4208792)" is an advanced level Course on the topic of "implicit bias." It is designed and developed to provide the Participant a foundational understanding of "implicit bias" and its importance to our country, workplaces, and interactions because increasingly our work environment consists of various cultural, racial, and ethnic groups. Learning about ourselves as we learn about other cultures helps us understand different perspectives within the world in which we live. It helps dispel negative stereotypes and personal biases about different groups.

3:00pm - 4:00pm

Joe Kort

Sexual Fluidity in Men

People fear the landscape of male sexuality. Men feel shame by things men fantasize about, especially if it is about things that do not match their sexual orientation. We hear a lot about labels, straight, bisexual and gay. Most of us assume that these three orientations encompass the universe of sexual identities. But there is a new kid on the block: The mostly straight and mostly gay male. The goal of this talk is to understand that male sexuality doesn't have to be scary or shameful. Men can have sex with men and women and those who are non-binary do not have to label themselves gay, bisexual or straight. If they do then being sexually fluid can co-exist with this orientation. Sexually fluid men exist and it's time we allow them to talk and have a place in our culture. Today young men identify as homoflexible and heteroflexible. Strict rules don't apply. These attractions can be expressed in various ways, from erotic fantasies to actual behavior. Can gays and lesbians have sex with the other gender, and still be gay and lesbian? Sexuality is a scale and a majority of millennials are experimental and believe in a spectrum of sexuality. The older generation is struggling with this, but millennials are more comfortable.

June 14 2022

2:00pm - 3:00pm

CEU's

Erika L. Blue, Ph.D., Licensed Psychologist

Intersectionality

An introduction to the concept of intersectionality with an emphasis on the concept's origin and implications for research and clinical practice.

June 15 2022

11:00am - 12:00pm

CEU's

Suzanne Shealy, Ph.D.

Bisexuality is not Binary: Non-monosexual identities and parallels with gender diversity
It has been estimated that bisexuality is one of the most common non-heterosexual identities. Unfortunately, non-monosexual (BI+) identities are often stigmatized, lack visibility, and are associated with multiple health disparities. This presentation will provide information about bisexual identities, challenges faced by non-monosexual persons, and ways that health care providers can offer care that is affirming. The training will also examine ways that non-monosexual identities challenge the binary of "gay or straight" as non-binary identities challenge the gender binary, inviting us all to expand our paradigms of diversity related to gender, sexuality and relationship orientation.

1:00pm - 2:00pm

Zander Kaig, MSW, LCSW, WPATH-CM

Championing the Transgender Veteran

Understand the experience of a trans veteran navigating VA Healthcare, and learn about the various VA and Community resources available for trans veterans.

June 16 2022

11:00am - 12:00pm

Misty Hopkins

Diversity Speaks: Pride Addition

I will be sharing my story. I would like to bring what the Columbus VA has been doing for over a year and a half to the national stage, The Diversity Speaks Program. I want people to understand that they are not alone, and that there is always something going on with those around them. We don't always get to know what they are is, but by us sharing our stories the gaps we feel can be helped. This program has helped bring people together and helped start courageous conversations.

1:00pm - 2:00pm

Ronald Zenon Piasieczny, JD, LMHC - ORMDI

LGBTQ+ Diversity and Inclusion

The training focuses on clarifying terms and pronoun usage for LGBTQ+ individuals; a brief summary of why diversity and inclusion training is needed with regards to the LGBTQ+ community; finally 11 best practices that organizations can employ to create a more inclusive workplace

June 17 2022

11:00am - 1:00pm

Lindsay Church, Executive Director, MVA

Panel Discussion With Minority Veterans of America

Conversations with:

Ramond Curtis: Ramond Curtis is an Iraq war Army veteran and served from 2003-2009. He lives in Harrisonburg Virginia with his husband, 2 dogs, 2 cats, and his niece and nephew. He

graduated from Columbia University in 2018 with a bachelors in political science and is now working towards a Master's in Public Administration at James Madison University while serving as the Graduate Assistant to the Director of State Government Relations for JMU.

Ashley Carothers: Ashley Carothers serves as the Operations Director at Minority Veterans of America. Prior to that, she served as a communications specialist serving the Department of State. Ashley served as an outreach coordinator with the American Red Cross, serving the military community overseas. She also served as an Army Civilian as a logistics technician for Supply Activity Europe serving soldiers all over Europe.

Ashley is no stranger to activism and fought policies such as "Don't Ask, Don't Tell" while serving on Active Duty. Ashley has led various roundtable discussions on LGBT issues with various military leadership throughout Europe and the Pentagon. In 2010 Ashley helped OutServe chapter leadership in Germany coordinate meetups and events for members before taking over as chapter lead in 2011 and continued to lead as chapter programs manager with that organization years later.

Sarah Klimm: Sarah Klimm retired as a Gunner sergeant in 2016 after serving 23 total years in the Marine Corps. She participated in 10 named operations over 9 deployments and had a career highlight of serving in the Presidential Helicopter Squadron.

She witnessed the military getting stronger for its diversity. Sarah served before, during, and after Don't ask, Don't tell, and when women were first allowed into combat service roles. She experienced all these inclusionary changes while having to remain silent about herself. When receiving care through the VA, she faced discrimination in her treatment plan from a department head at the local VA.

Sarah identifies as a Marine, parent, wife, disabled veteran, lesbian and transgender woman, specifically in that order. Sarah also volunteers as a policy analyst with Minority Veterans of America.

Crystal Ellington: Crystal Ellington (she/her) is the Communications Director for Minority Veterans of America, an organization aiming to change the narrative of the American Veteran by providing community, advocacy and policy change for LGBTQ+ veterans, womxn veterans, vets of color, and veterans of (non) religious minorities. In her current role, Crystal has utilized her lived experience as a minority veteran to open dialogue around the various intersections that many veterans and service members find themselves in. In 2021, Minority Vets hosted several speaker series around race, from the legacy and struggle surrounding the celebration of Juneteenth to the discrimination racial and ethnic minorities face both during and after service. Prior to Minority Vets, Crystal was a combat veteran, serving a tour in Iraq in 2019. She retired from her Army service as a Special Operations helicopter mechanic in 2021. She is a graduate of Embry Riddle Aeronautical University with a degree in Communications

LGBTQ people have been serving in our nation's military dating back to the Revolutionary War. In spite of this, LGB and trans inclusion in our Armed Forces is a relatively new policy. In modern history, most Americans remember an era where exclusionary barriers criminalized the identities of sexual and gender minorities in the military. The lasting effects of these exclusionary policies and criminalization of queer people have left a lasting legacy on the LGBTQ military and veteran community.

This session will cover a brief survey of LGBTQ policy in the military, service for LGBTQ individuals during these eras, impacts to these policies on the LGBTQ military and veteran community, and will feature a panel with members of the LGBTQ veteran community who have served under these modern exclusionary policies. Participants will also learn about the unique barriers to access the LGBTQ veterans face when accessing care, as well as tools for creating stronger relationships with patrons and clients.

June 21 2022

11:00am - 12:00pm

CEU's

Morgan C. Bresko, MPH, LCSW

Still Serving: Suicide Prevention in Action Supporting LGBTQ+ Communities.

Taking a look at policy changes over the last year and upcoming policies in the work that impact LGBTQ+ Veterans. Reviewing Suicide Prevention Efforts nationally around LGBTQ+ community, specifically mortality data collection methods across the country, discussion on what it means to serve and how that service impacts yourself, family, and community and how it contributes to SI/RI issues in the community. And lastly discussing our call to action to continue to ensure LGBTQ+ Veterans are safe, getting the resources, they need, and what we can do as VA employees to keep moving progress forward.

1:30pm - 3:30pm

Shannon McLaughlin LISW-S

Unpacking Prosthetics: A Gender-Affirming Care Guide

This training will cover the ins and outs of the proper use, measurements, and maintenance of prosthetics for gender diverse veterans. Barriers to obtaining proper prosthetics for marginalized communities (e.g. BIPOC community) will be discussed. It will cover appropriate language to use and policy review in order to obtain prosthetics for veterans.

June 22 2022

11:00am - 12:00pm

Jody E Davis, RN, LCSW-S

Care of the Transgender Veteran

This training is to increase cultural competency when it comes to treating LGBTQ veterans. After basic terminology, presentation will go into military history, risk factors, treatment modalities, and VA resources

1:00pm - 2:00pm

Mia Mason

Workplace Diversity, Inclusion, and Equity

Welcome all to the workplace to ensure proper diversity, inclusion, and equity is possible throughout the workplace in a normal day to day environment that recognizes barriers, encourages culture exchange, and allows co-workers to explore greater roles within their leadership. Provide personal reflections and dialogue about how diversity, inclusion, and equity matter the most to the LGBTQ Community.

June 23 2022

11:00am - 12:00pm

Sady Garcia, National VA Outreach Manager TAVA

Transgender American Veterans Association (TAVA)

To educate veterans on what we do for Transgender American Veterans as an organization

CEU's

1:00pm - 2:00pm

Dr Tarzian, PhD, RN & Dr Foglia, RN, PhD, MA

Embracing the Platinum Rule: Ethical Issues in the care of LGBTQ+ Veterans

Gender identity and sexual orientation each play a part in forming our sense of self, our core values, and how we define community. Historically, healthcare systems have not made meaningful efforts to identify the special needs of LGBTQ+ individuals and accommodate them, whether due to ignorance or bias. In this seminar, we explore the ethical duties of healthcare professionals to promote well-being and "do no harm" for LGBTQ+ Veterans seeking healthcare services.

June 24 2022

11:00am - 12:30pm

Richelle Taylor, James LaPaglia and Antonio Adessi

National Cemetery Association PANEL DISCUSSION

Conversations with:
Richelle Taylor: is a Public Affairs Specialist with the NCA Office of Engagement and Memorial Innovations. Richelle has more than 25 years of communication experience. She joined NCA in 2011 and serves as a content manager for social media, media correspondent, outreach representative for NCA benefits, and a NCA liaison to The Center for Women's Veterans and for minority Veterans and LGBTQ matters. She is a U.S. Navy Veteran.

Richelle will provide information on eligibility NCA

James LaPaglia: is the Digital Services Chief with the NCA Office of Engagement and Memorial Innovations and is the Program Officer for the Veterans Legacy Memorial (VLM). James is a retired Air Force Veteran with more than 30 years of military, consulting, and government public affairs and communications experience. He has a Bachelor's in Political Science from the U.S. Air Force Academy, a Master of Arts in Mass Communication from the University of Florida and is Accredited in Public Relations by the Public Relations Society of American. Previous assignments within VA include the Office of the Secretary and the Office of Information & Technology.

James will provide information on The Veterans Legacy Memorial (VLM) website

Antonio Adessi: is an Education Technician with the NCA Office of Engagement and Memorial Innovations, Veterans Legacy Program. He is a Navy combat veteran that served in OIF. Antonio received his BA in English from the University of Maine (2015) and his MFA in Poetry from Columbia University (2020).

Antonio will focus on the goals expanding research and education on LGBTQ veterans interred in national, state and tribal cemeteries through the Veterans Legacy Program.

2:00pm - 3:30pm

CEU's

Tiffany Lange, PsyD LCP

How to be an effective Ally to the LGBTQ+ Community

Being an ally to the Lesbian, Gay, Bisexual, Transgender, and Queer/Questioning (LGBTQ+) requires much more than good intentions. The training will provide a foundational review of the continuums of identity (biological sex, gender identity, gender expression, sexual orientation), intersectionality, and emphasize the importance of inclusive language in communications. The audience will learn about implicit bias as well as ways to enhance personal and professional competence in interacting with diverse others. The presenter will provide and review concrete strategies for effective allyship (e.g., resisting the urge to debate fear-based comments, involvement in social justice).

June 27 2022

11:00am - 12:30pm

CEU's

Kaela Joseph, PhD They/Them/She/Her

Working with Nonbinary Patients

This lecture seeks to help clinicians identify ways in which providers can support patients who identify as nonbinary.

June 28 2022

12:00pm - 1:30pm

Beth Hager-Harrison-Prado

Looking Back, Looking Ahead

Beth Hager-Harrison-Prado is a licensed clinical social worker, VHA employee, US Navy Veteran, and long-time LGBTQ+ social justice advocate and educator. This presentation is both a retrospective look at LGBTQ+ identity and culture through the lens of her personal experience, and a forward-looking consideration of the rewards and challenges of being a queer person in the United States and in VA employment in years to come.